

**Energy &
Environment Policy**

Document Version No.: 1.2

Release Date: 27th October 2023

REVISION HISTORY

Date	Version No.	Prepared By	Reviewed By	Approved By	Summary of Changes
27-10-2023	1.2	Jothivel S	Balaji Meenakshisundaram Senior Vice President- Corporate Affairs	Uma Thomas (Chief Risk Officer)	Added energy specific changes in section 3

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1. Introduction

Hexaware Technologies and our subsidiaries are engaged in information technology consulting, software development and business process services. With more than three decades of experience, we are a next generation IT and consulting service provider. Our innovative and tailor-made technology solutions enable our clients to achieve operational excellence and enhance customer experience.

As a responsible corporate citizen, we are committed to reduction of carbon emission and environment sustainability. We demonstrate a high level of commitment to protect the environment and ensure a safe and healthy workplace for our employees.

Our business operations and value chain result in direct and indirect impact on the environment on account of use of energy, materials, water and land as input-factors and generation of waste as byproducts. Hexaware therefore recognizes its fiduciary responsibility to minimize the environmental impact of its business activities and to protect the ecological ecosystem.

A fundamental principle of our approach is that our energy and environmental policy must address not only immediate imperatives of operational efficiency but must also incorporate a longer-term view of energy, environmental and social stewardship towards future generations.

2. Scope

This policy is applicable across the operational boundary of Hexaware and its material subsidiaries. The policy also applies to suppliers, vendors, logistics, subsidiaries, joint ventures, distributors, business partners, agents, advisors.

3. Building a sustainable Hexaware

We recognize the importance of addressing risks due to climate change and the environmental impacts of our business activities and hence, we are striving to continually improve our energy and environmental performance across our operations and value chain.

3.1 Reducing operational footprint

Hexaware will strive to reduce and minimize the ecological footprint of its internal operations.

Our focus will primarily be on three dimensions:

- Reduction in our Energy and GHG (Greenhouse Gas) footprint,
- Increase in the efficiency of use and recycling of water,
- Sustainable waste management minimizing waste-to-landfill

We plan to achieve the above through an approach of -

- (i) Setting stringent goals that are based on globally accepted scientific principles,
- (ii) Establishing good governance and robust execution processes and
- (iii) Implementing best practice solutions and technologies

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Transparency: Hexaware commits to being transparent about its goals and progress on sustainability with all its stakeholders. We believe this is central to our culture of continuous improvement. We will engage with multiple platforms of disclosure in the public domain as well as in response to specific customer queries/RFPs/Third Party Risk assessments.

We have defined & published below goals in our website www.hexaware.com-

Energy

- Transition to 70% electricity usage from renewable sources on our campuses by 2030
- Achieve net zero GHG emissions (scope 1 & 2) by 2040

Environment

- Ensure Zero waste to landfill by 2025 at owned facilities
- Maintain all our campuses free of single use plastic
- Achieve water neutrality by 2030 for owned operations

3.2 Commitment to energy & environmental stewardship

At Hexaware, we are committed to -

- The mantra of 5 R's: Refuse – Reduce – Reuse – Repurpose – Recycle
- Complying with all the applicable laws and regulations
- Promoting efficient use of materials and resources throughout our facilities including water, electricity, raw materials, and other natural resources by recycling and re-using wherever possible.
- Avoiding use of hazardous materials and products, seeking substitutions wherever feasible, and taking measures to protect human health and the environment while using, storing and disposing such material
- Managing waste through reducing, re-using and recycling
- Monitoring, preserving, and enhancing biodiversity in our campuses
- Adopting green initiatives and encouraging employees to adhere to them
- Minimizing the environmental impact and damage of activities by setting targets and objectives and periodically reviewing our current and planned future activities.
- Monitoring, tracking, reporting and continually improving environmental performance
- Purchasing and using products that are compliant with environmental and safety standards and regulations and encouraging the employees to do the same.
- Establish energy performance indicators (EnPIs), energy baseline(s) (EnBs), objectives and energy targets, and action plans necessary to deliver results that will improve energy performance
- Monitoring and reducing the organization's energy consumption and carbon footprint.
- Implement the action plans, operational and maintenance controls and communication, ensure competence and consider energy performance in design and procurement
- Promoting energy & environmental awareness and conducting trainings among our employees and suppliers while encouraging participation and consultation
- Communicating energy & environmental commitment to our stakeholders and encouraging them to support it
- Carrying out energy & environmental due diligence before undergoing mergers and acquisition

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3.3 Management of environmental & climate change risks

- We are integrating critical environmental issues into our core business strategy. The key elements of this are the incorporating of energy and environmental risks into our Enterprise Risk Management (ERM) strategy, improving resource and cost efficiencies of our operations through sustainable procurement policies and customer stewardship.
- For managing environmental & climate related risks, Hexaware adheres to practices of “Task Force on Climate-related Financial Disclosures (TCFD)” which is a framework providing guidance on Climate Risk Management. The climate risks will be managed as per the Risk Management process i.e. Identification of risk, Assessment of risk and Treatment & monitoring of risk.

3.4 Compliance to legal & regulatory requirements

- Energy and Environmental regulations have a critical role to play in sustainable development. Hexaware complies in letter and spirit with all energy and environmental laws, regulations, codes of practice and directives, as applicable to us in every geography we operate in.
- We use “Compliance Manager tool” to track & report all applicable legislations, acts, rules across the countries wherever Hexaware operates.

3.5 Adopting global best practices

- As a global leader in sustainability, we will constantly benchmark with leading practices from across the world and meet and exceed those standards. As part of this, we will actively engage with globally accepted frameworks and calibrate our environmental policies and programs accordingly.
- We have been certified with ISO 14001:2015 Environmental Management System & ISO 45001:2018 Occupational Management System. We are complying with the requirements of ISO 50001:2018 Energy Management System.
- We have taken measures to adopt opportunities in clean technologies.
- We conduct regular internal and external review/audit of our energy and environmental management systems and the energy and environmental performance to transparently communicate to our stakeholders.

4. Review of policy

This policy will be reviewed at least annually or as & when required

5. Communication of this policy to stakeholders

This policy is available to internal stakeholders (employees, contractors, and retainers) on the company’s PRIME portal.

External stakeholders can view this policy by visiting the “Environmental, Social & Governance” section on the company’s website (www.hexaware.com).